

ASI CERTIFICATION PERFORMANCE STANDARD



PRESENTED TO

TIANJIN TAKEUCHI PACKAGE CO., LTD.

CERTIFICATE NUMBER

503

ASI STANDARD

PERFORMANCE
STANDARD
(V3.1 2023)

CERTIFICATION LEVEL

FULL
CERTIFICATION

ASI ACCREDITED
AUDITING FIRM

SGS-CSTC
STANDARDS
TECHNICAL SERVICES

DATE OF ISSUE

10 NOVEMBER 2025

DATE OF EXPIRY

9 NOVEMBER 2028

CERTIFIED SINCE

10 NOVEMBER 2025

AUTHORISED BY

A stylized signature in black ink, likely representing the Aluminium Stewardship Initiative Ltd.

Aluminium Stewardship Initiative Ltd
ACN 606 661 125, Australia
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*Validity of this Certificate is subject to
continued conformance with the
applicable ASI Standard and can be
verified at
www.aluminium-stewardship.org*

CERTIFICATION SCOPE

Design, manufacture, import and
export and quality assurance of
cosmetics containers at Tianjin
Takeuchi Package Co., Ltd. (Tianjin
City, P. R. China).

AUDIT REPORT PERFORMANCE STANDARD

OVERVIEW

MEMBER NAME	TIANJIN TAKEUCHI PACKAGE CO., LTD
ENTITY NAME	TIANJIN TAKEUCHI PACKAGE CO., LTD
CERTIFICATION SCOPE	Design, manufacture, import and export and quality assurance of cosmetics containers at Tianjin Takeuchi Package Co., Ltd (Tianjin City, P. R. China).
SUPPLY CHAIN ACTIVITIES	<ul style="list-style-type: none">Other manufacturing or sale of products containing Aluminium
ASI STANDARD	Performance Standard V3.1
AUDIT TYPE	<ul style="list-style-type: none">Initial Certification Audit
AUDIT FIRM	SGS-CSTC Standards Technical Services
AUDIT DATE	<ul style="list-style-type: none">31 March – 1 April 2025
AUDIT REPORT SUBMISSION	<ul style="list-style-type: none">1 September 2025
AUDIT SCOPE	<p>The Audit Scope included the design, manufacture, import and export and quality assurance of cosmetics containers at Tianjin Takeuchi Package Co., Ltd, located at No. 5 Zhonghui Road, Jinnan Economic District East Zone, Tianjin City, P. R. China.</p> <p>The supply chain activities included in the Audit Scope:</p> <ul style="list-style-type: none">Other manufacturing or sale of products containing Aluminium <p>All relevant Criteria in the ASI Performance Standard were included in the Audit Scope.</p>
AUDIT OUTCOME	<ul style="list-style-type: none">Certification
AUDIT METHODOLOGY DECLARATION	<p>The Auditors confirm that:</p> <ul style="list-style-type: none"><input checked="" type="checkbox"/> The information provided by the Entity is true and accurate to the best knowledge of the Auditor(s) preparing this report.<input checked="" type="checkbox"/> The findings are based on verified Objective Evidence relevant to the time period for the Audit, traceable and unambiguous.<input checked="" type="checkbox"/> The Audit Scope and audit methodology are sufficient to establish confidence that the findings are indicative of the performance of the Entity's defined Certification Scope.<input checked="" type="checkbox"/> The Auditor(s) have acted in a manner deemed ethical, truthful, accurate professional, independent and objective.
CERTIFICATION PERIOD	10 November 2025 – 9 November 2028

NEXT AUDIT TYPE	Surveillance Audit
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NEXT AUDIT DATE	9 May 2027
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CERTIFICATE NUMBER	503
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If you have an inquiry or complaint about this Certification, go to the third-party EthicsPoint portal at: <https://aluminium-stewardship.ethicspoint.com/>

EthicsPoint is a comprehensive and confidential reporting tool that enables complaints to be securely raised, managed and responded to. This enables anonymity to be maintained where desired by complainants, or as relevant to whistleblowing situations.

Information is available in five languages – English, French, Chinese, German and Portuguese (Brazil). Translation services provided by EthicsPoint enable complaints and correspondence to be managed in multiple languages.

ENTITY OVERVIEW

Tianjin Takeuchi Package Co., Ltd. (the 'Entity') is a 100% Japanese owned enterprise established in 1993. The Entity is located at 5 Zhonghui Road, Jinnan Economic District East Zone, Tianjin City, P. R. China, with headquarters at Takeuchi Industries Co., Ltd. in Japan. With a total investment of over 20 million RMB, the Entity mainly designs, develops, produces, and sells high-end cosmetic containers (such as lipstick tubes, eyeshadow pans, basic cosmetic caps, powder compacts). The Entity produces approximately 20 million sets annually, destined mainly for export to Japan, Europe and the United States of America.

The Entity has a comprehensive production system that includes product design, mold design, mold manufacturing, stamping, injection molding, surface oxidation treatment, surface spraying treatment, vacuum deposition, silk screen printing, hot stamping, assembly, and inspection. It strictly adheres to the product quality requirements of Japan in its production and services.

MATURITY RATINGS

A rating of maturity (low, medium or high) determined by the Auditor that provides a general assessment in terms of Systems, Residual Risk and Performance assigned to a Sustainability Component.

Maturity ratings are not a direct assessment of conformance to the Standard.

	GOVERNANCE	ENVIRONMENT	SOCIAL	COMBINED RATING
SYSTEMS	Medium	High	Medium	Medium
RISKS	Medium	High	Medium	Medium
PERFORMANCE	Medium	High	Medium	Medium
OVERALL	MEDIUM			

FINDINGS

CRITERION	RATING	COMMENT
1. BUSINESS INTEGRITY		
1.1 Legal Compliance	Conformance	<p>The Entity has established a Management System to maintain awareness of and ensure Compliance with Applicable Law.</p> <p>The Entity has published its 2024 Sustainability Report, which addresses the outcomes of the Labour and Human Rights Compliance Risk Assessment, and confirmed that there were no substantive fines, judgments, penalties, and non-penalty penalties for violating Applicable Laws during the 2023-2024 period. The Sustainability Report is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/2024niankechixufazhan.pdf</p>
1.2 Anti-Corruption	Conformance	<p>The Entity has established an Anti-Bribery Management Procedure that applies to the management process of all property within the Entity. The Entity has implemented a procedure on the protection of employees' basic Human Rights and provides a reporting hotline.</p> <p>Further information on anti-Corruption at the Entity is disclosed in the Sustainability Report: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/2024niankechixufazhan.pdf</p> <p>Information on complaints and reports are also disclosed in the Sustainability Report.</p>
1.3a-e Code of Conduct	Conformance	<p>The Entity has implemented a Code of Conduct that addresses the principles relevant to environmental, social and governance performance. The Code was approved by senior management, and is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/zdtj.pdf</p> <p>Internal audits and management reviews are conducted annually to ensure the normal and effective operation of the Entity's system.</p>
2. POLICY AND MANAGEMENT		
2.1a-f Environmental, Social, and Governance Policy	Conformance	<p>The Entity has established and implemented an Environmental, Social, and Governance (ESG) Policy and other ESG Policies that address environmental, Occupational Health and Safety, ASI performance and energy. The General Manager has approved each of the Policies.</p> <p>The ESG Policy has been internally communicated via training and is displayed on the notice board in the plant. The Policies are reviewed annually.</p> <p>The ESG Policy is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/5esgm.pdf</p>
2.2a-c Leadership	Conformance	<p>The Entity has appointed the Director of Management as the ASI Management Representative, who has overall responsibility and authority for ensuring Compliance with the requirements of the ASI Performance Standards.</p>

CRITERION	RATING	COMMENT
2.3a Environmental and Social Management Systems – Environmental	Conformance	The Entity has developed and implemented an integrated Management System. The Entity has obtained ISO 14001:2015 certification.
2.3b Environmental and Social Management Systems – Social	Conformance	The Entity has documented and implemented an integrated Management System, and is certified to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The SA8000:2014 Management Manual has been established and implemented to manage risks related to Human and Labour Rights.
2.4a-e Responsible Sourcing	Conformance	The Entity has implemented a Responsible Procurement Policy that addresses environmental, social and governance issues. The Policy is disclosed on the website: https://aoss-pic10001.websiteonline.cn/hkwdbc924/doc/7k9t.pdf
2.5a-g Environmental and Social Impact Assessments	Conformance	Since joining ASI in January 2025, the Entity has not undertaken any New Projects or Major Changes. The Entity's environmental impact assessment included air, water quality, soil and biodiversity impacts, and the Entity has also completed greenhouse gas screening. The Entity's Environmental and Social Impact Assessment Report is available at: http://hkwdbc924.pic47.websiteonline.cn/upload/atno.pdf
2.6a-h Human Rights Impact Assessment	Not Applicable	This Criterion is not applicable to the Entity, as there have been no New Projects or Major Changes since the Entity joined ASI in January 2025.
2.7a-f Emergency Response Plan	Conformance	<p>The Entity has implemented an Emergency Preparedness and Response Control Procedure, which requires the control and management of potential accidents and emergencies, including implementation of the emergency plans for production safety accidents and environmental events, which address events such as fire and explosions and dust-related accidents. The Entity's Emergency Plan Filing Form has been filed with the Tianjin Jinnan District Ecological Environment Bureau.</p> <p>The Entity has developed an annual emergency drill response plan for specific sites, with drills undertaken as planned and its effectiveness evaluated. The latest version of the Emergency Response Plans are available at: Environment: http://hkwdbc924.pic47.websiteonline.cn/upload/je9j.pdf Safety: http://hkwdbc924.pic47.websiteonline.cn/upload/blmu.pdf</p>
2.8a-d Suspended Operations	Conformance	Business continuity and disaster recovery plans have been developed and implemented. No business changes or control gaps were identified.
2.9a-b Mergers and Acquisitions	Conformance	The Entity has established a procedure for the review of environmental, social and governance issues in the Due Diligence process for mergers and acquisitions. To date, no mergers or acquisitions have occurred.
2.10a-b Closure, Decommissioning and Divestment	Conformance	The Entity has established a procedure for the review of environmental, social and governance issues in the planning process for closure, decommissioning and divestment. To date, no closure, decommissioning or divestment has occurred.

CRITERION	RATING	COMMENT
3. TRANSPARENCY		
3.1a-b Sustainability Reporting	Conformance	The Entity has disclosed its 2024 Sustainability Report, available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/2024niankechixufazhan.pdf
3.2 Non-compliance and Liabilities	Conformance	The information on the government's national corporate credit inquiry website (www.creditchina.gov.cn) has been consulted, confirming that there were no fines, judgments, penalties and non-economic sanctions in 2024. The Entity has disclosed this information in the 2024 Sustainability Report: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/2024niankechixufazhan.pdf
3.3a-c Payments to Governments	Conformance	The Entity has made on its behalf, payments to Governments on a legal and/or contractual basis only.
3.4a-f Stakeholder Complaints, Grievances and Requests for Information	Conformance	The Entity has implemented accessible, transparent, understandable and culturally sensitive Complaints Resolution Mechanisms, that are adequate to address Stakeholder complaints, grievances and requests for information relating to its operations. Further details are available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/fvd7.pdf
4. MATERIAL STEWARDSHIP		
4.1a Environmental Life Cycle Assessment	Minor Non-Conformance	The Entity has developed a Life Cycle Assessment (LCA) for its contained Aluminium Products, available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/hjpk.pdf The LCA however did not cover all relevant influence factors.
4.1b-c Environmental Life Cycle Assessment - Disclosure	Conformance	There have been no customer requests for the LCA report. The LCA related to the Entity's contained Aluminium Products is disclosed at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/hjpk.pdf
4.2 Product Design	Conformance	The Entity had defined relevant targets for the Product design stage, which meets the requirement.
4.3a-b Aluminium Process Scrap	Conformance	The Entity had defined a Process Scrap Management Procedure. Scrap is 100% recycled by the supplier, which meets the requirement.
4.4a-c Collection and Recycling of Products at End of Life - Material Conversion and other Manufacturing	Conformance	The Entity had defined a Five-Year Development Strategy for Recycled Materials, which is reviewed every five years. The Strategy is disclosed at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/5nianhuishou.pdf
4.4d Collection and Recycling of Products at End of Life	Conformance	The Entity had defined a Five-Year Development Strategy for Recycled Materials. The Entity has an established contract with a Scrap supplier. The recycling percentage will be increased to 15% by 2028 and 20-25% by 2030. The Strategy is disclosed at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/5nianhuishou.pdf

CRITERION	RATING	COMMENT
5. GREENHOUSE GAS EMISSIONS		
5.1a-b Disclosure of GHG Emissions and Energy Use	Conformance	The Entity has developed a Greenhouse Gas GHG inventory report for year 2024, which was verified by a Third Party. The verified total GHG emissions were 56,036.013 tCO ₂ e according to ISO 14064-1: 2018. The GHG Verification Statement is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/v6wv.pdf
5.2a Aluminium Smelter GHG Emissions Intensity – Started production after 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.2b Aluminium Smelter GHG Emissions Intensity – In production up to and including 2020	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
5.3a GHG Emissions Reduction Plans	Conformance	The Entity has established a GHG Emissions Management Procedure and a GHG Emissions Reduction Plan and ensured a GHG Emissions Reduction Pathway consistent with a 1.5°C warming scenario using the ASI endorsed methodology.
5.3b-e GHG Emissions Reduction Plans – Targets, review and disclosure	Conformance	The Entity has established a GHG Emissions Management Procedure, which requires annual management review of the Entity's GHG emissions inventory. The Entity reviews the GHG Emission Reduction Plan and Pathway in case of business changes. The targets in this Plan address both Direct and Indirect GHG Emissions for Scope 1, 2 and 3. The GHG Emissions Reduction Plan is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/wenshiqiti.pdf
5.4 GHG Emissions Management	Conformance	The Entity has established a GHG Emissions Management Procedure and defined the control methods. The Entity has defined a GHG Emissions Reduction Plan as part of its certified ISO 14001:2015 Environmental Management System.
6. EMISSIONS, EFFLUENTS AND WASTE		
6.1a-f Emissions to Air	Conformance	The Entity has quantified the Material Emissions to Air from its activities and implemented plans to minimise emissions. The Pollutant Production and Emissions Reduction Plan is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/tjzn2024wrwc.pdf
6.2a-g Discharges to Water	Conformance	The Entity has quantified and publicly disclosed material discharges to water from its activities and implemented plans to minimise discharges. The Pollutant Production and Emissions Reduction Plan is available at: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/tjzn2024wrwc.pdf
6.3a-g Assessment and Management of Spills and Leakages	Conformance	The Entity has conducted an assessment of major risk areas of operations where Spills and Leakages could impact and implemented a management plan.

CRITERION	RATING	COMMENT
6.4a-b Public Disclosure of Spills and Leakages	Conformance	The management plan to prevent, detect and remediate Spills and Leakages has been established and implemented. To date, no Spills or Leakages had occurred. The Entity has processes in place to disclose information should an incident occur.
6.5a-c Waste Management and Reporting	Conformance	<p>The Entity has implemented a procedure related to the management of sewage, exhaust gases and solid waste. Hazardous Waste is handled according to local legal requirement. The Entity quantifies and publicly discloses the quantity of Hazardous and Non-Hazardous Waste generated in the 2024 Sustainability Report: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/teyt.pdf</p> <p>The Entity has implemented a Waste management strategy that is designed in accordance with the Waste Mitigation Hierarchy. Further information is available in the Pollutant Production and Emissions Reduction Plan: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/tjzn2024wrrwc.pdf</p>
6.6a-g Bauxite Residue	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.7a-f Spent Pot Lining (SPL)	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
6.8a-d Dross	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
7. WATER STEWARDSHIP		
7.1a-b Water Assessment and Disclosure	Conformance	<p>The Entity has disclosed data on its water withdrawal and use by source and type in its 2024 Sustainability Report: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/teyt.pdf</p> <p>The Entity has undertaken a water risk assessment, which determined the water-related risk as low: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/8t7e.pdf</p>
7.2a-e Water Management	Not Applicable	This Criterion is not applicable to the Entity, as the risk assessment identified the risks as low.
8. BIODIVERSITY AND ECOSYSTEM SERVICES		
8.1a Biodiversity and Ecosystem Services Risk and Impact Assessment	Conformance	The Entity had defined a Biodiversity management procedure and conducted a risk assessment of impacts to Biodiversity and Ecosystem Services. The risk assessment report determined the risk as low.
8.1b Biodiversity and Ecosystem Services Risk and Impact Assessment - Priority	Not Applicable	This Criterion is not applicable to the Entity, as the assessment on the risk to and potential impacts on Biodiversity and Ecosystem Services determined the risk as low.
8.2a-g Biodiversity Management	Not Applicable	This Criterion is not applicable to the Entity, as the assessment on the risk to and potential impacts on Biodiversity and Ecosystem Services determined the risk as low.

CRITERION	RATING	COMMENT
8.3a-c Management of Priority Ecosystem Services	Not Applicable	This Criterion is not applicable to the Entity, as the assessment on the risk to and potential impacts on Biodiversity and Ecosystem Services determined the risk as low.
8.4 Alien Species	Conformance	The Entity has implemented the Alien Species Management Procedure. Alien Species were considered in the risk assessment on impacts to Biodiversity and Ecosystem Services. The Entity has implemented actions to proactively prevent accidental or deliberate introduction of Alien Species.
8.5a-b Commitment to "No Go" in World Heritage Properties	Conformance	The Entity has established the Investment, Merger and Acquisition Management Procedure, which prohibits investment projects within World Heritage Properties. The Environmental Impact Assessment confirmed the industrial park where the Entity is located is not a World Heritage Property.
8.6a-d Protected Areas	Conformance	The Environmental Impact Assessment confirmed there was no Protected Areas within the Entity's Area of Influence.
8.6e Protected Areas - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
8.7a-i Mine Rehabilitation	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9. HUMAN RIGHTS		
9.1a-d Human Rights Due Diligence	Conformance	The Entity has established a Human Rights Due Diligence Management Procedure and implemented Due Diligence practices which meet the requirement. The Entity has publicly disclosed its Commitment for Human Rights Policy: https://aossPIC10001.websiteonline.cn/hkwdbc924/doc/zdmq.pdf
9.2a-e Gender Equity and Women's Empowerment	Minor Non-Conformance	The Entity respects women's rights and has identified women's legitimate rights and interests and implements control measures to ensure that these rights are met. There is no evidence however to prove the effectiveness of the measures taken to promote gender equity.
9.3a-i Indigenous Peoples	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an industrial park and there is no presence of Indigenous Peoples.
9.4a Free, Prior, and Informed Consent (FPIC) - New Projects or Major Changes	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an industrial park and there is no presence of Indigenous Peoples.
9.4b Free, Prior, and Informed Consent (FPIC) - Bauxite Mining	Not Applicable	This Criterion is not applicable to the Entity's Certification Scope.
9.4c Free, Prior, and Informed Consent (FPIC) - Demonstrate support	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an industrial park and there is no presence of Indigenous Peoples.

CRITERION	RATING	COMMENT
9.5a Cultural and Sacred Heritage – Identification	Conformance	The Entity has established a Cultural and Sacred Heritage Management Procedure to protect cultural and sacred heritage. The Entity has process to identify cultural and sacred heritage prior to commencement of New Projects or Major Changes. Document review on and observations during the Audit confirmed that there are no cultural heritage sites at the Entity's location.
9.5b Cultural and Sacred Heritage – Impacts	Not Applicable	This Criterion is not applicable to the Entity, as it is located in an industrial park and there is no presence of Indigenous Peoples nor cultural heritage sites.
9.6a-i Displacement	Not Applicable	This Criterion is not applicable to the Entity, as it was founded in 1993 within an industrial park and no displacement occurred.
9.7a-h Affected Populations and Organisations	Conformance	As confirmed during document review and interviews during the Audit, the Entity has communicated with other nearby factories regarding environment, social and governance topics. There are no significant impacts on Health and Safety, social and cultural Human Rights or environmental impact resulting from the activities of the Entity.
9.8a Conflict-Affected and High-Risk Areas – Strong management systems	Conformance	The Entity had established a Supplier Management Procedure and Responsible Sourcing Policy which addresses the avoidance of involvement in armed conflict or Human Rights abuses.
9.8b Conflict-Affected and High-Risk Areas – Identify and assess risks	Conformance	The Entity had conducted a supplier risk assessment that, together with the supplier audits of the approved vendors list, confirmed that all material was from low-risk areas.
9.8c Conflict-Affected and High-Risk Areas – Strategy to respond to risks	Not Applicable	This Criterion is not applicable to the Entity, as the supplier risk assessment, together with the supplier audits of the approved vendors list, confirmed that, all material was from low-risk area. There is no risk of armed conflict or Human Rights violations in the Entity's supply chain.
9.8d Conflict-Affected and High-Risk Areas – Audit of due diligence	Conformance	The Entity has established a Supplier Management System to manage the risk from supplier. The Entity's Due Diligence practices were audited as part of this ASI Audit which meets the requirements of this Criterion.
9.8e Conflict-Affected and High-Risk Areas – Report annually	Conformance	The Entity has conducted annual supplier audits with material resource and disclosed the information at: https://aossPIC0001.websiteonline.cn/hkwdbc924/doc/2024niankechixufazhan.pdf
9.9 Security practice	Conformance	The Entity has a guard duty management system in place, which requires security personnel to respect Human Rights. All security personnel received training on respecting Human Rights requirements regularly.
10. LABOUR RIGHTS		
10.1a-c Freedom of Association and Right to Collective Bargaining	Not Applicable	The Criterion is not applicable to the Entity, as it adheres to Applicable Law in China regarding Freedom of Association and Right to Collective Bargaining.

CRITERION	RATING	COMMENT
10.1d Freedom of Association and Right to Collective Bargaining – Alternative means in context of Applicable Law	Conformance	The Entity has established the Regulations on the Management of Freedom of Association and Collective Bargaining, which defined Freedom of Association and the right to Collective Bargaining. The Trade Union was established according to Chinese law requirement (Chinese Trade Union Law). Workers' representatives can represent Workers' concerns with management on behalf of Workers. The Entity commits itself to respect Workers' rights. Association for Workers was established in accordance with legal requirement.
10.2a-c Child Labour	Conformance	<p>The Entity has a Policy prohibiting the use of Child Labour. There is no Child Labour or underage Workers at the Entity, with the youngest Worker at 21 years of age.</p> <p>China prohibits the use of Child Labour and underage Workers (16 to 18 years old) are specially protected by law and are not allowed to work in dangerous working conditions.</p>
10.3a-c Forced Labour	Conformance	<p>The Entity has established the Prohibition of Forced Labor Procedure and a Modern Slavery and Human Trafficking Policy, which strictly prohibits Forced Labour, including Human Trafficking and modern slavery. This Policy applies to the Entity and its suppliers and emphasizes the importance of compliance with the prohibition of Forced Labour, slavery, and Human Trafficking.</p> <p>Worker interviews and the document review confirmed that there are no instances of illegal wage deduction, Debt Bondage, payment of a debt, or any other form of Forced Labour at the Entity. Information on the Policy and its implementation is available at: https://aosspic10001.websiteonline.cn/hkwdbc924/doc/8inb.pdf</p>
10.4a-c Non-Discrimination	Conformance	The Entity has established a Fair Recruitment System, a Non-Discrimination and Harassment System and an Employee Handbook, which stipulate that the Entity ensures equal opportunities and does not Discriminate or support Discrimination during recruitment, salary, promotion, training, promotion opportunities or dismissal of any Worker based on sex, race, national or social origin, religion, disability, political affiliation, sexual orientation, marital status, family responsibilities, age or any other circumstances that may lead to discrimination, in compliance with ILO Conventions C100 and C111. The Entity is committed to Non-Discrimination and no Discrimination cases have been received.
10.5 Communication and engagement	Conformance	The Entity has direct and frequent communication with the Workers and the Workers' representatives regarding working conditions and the resolution of workplace and compensation issues, without threat of reprisal, intimidation or Violence and Harassment.
10.6a-g Violence and Harassment	Conformance	<p>The Entity respects its employees, and disciplinary measures are in compliance with legal requirements. The Human Right Policy has been implemented to prohibit Violence and inhumane treatment: http://hkwdbc924.pic47.websiteonline.cn/upload/6bis.pdf</p> <p>Worker interviews confirmed that no Violence or Harassment has occurred at the Entity.</p>
10.7a-c Remuneration	Conformance	The Entity has a clear wage structure, and the monthly comprehensive wage standard provided by the Entity meets the local minimum wage requirements. The Entity purchases five insurances and one fund for

CRITERION	RATING	COMMENT
		<p>all employees. The total wage of the Entity meets the basic needs of Workers, and all Workers participate in the mandatory social insurance program.</p> <p>The Entity has established a salary management control procedure, which handles the monthly payment of wages in legal currency and has complete records. Employees from different departments have reviewed this and reviewed samples of bank transfer records.</p>
10.8a-c Working Time	Conformance	The employee attendance system has clearly defined employee working hours requirements. The Entity implements three shifts and two shifts. According to employee interviews and employee attendance record reviews, employees' monthly Overtime does not exceed 36 hours, with a maximum of 24 hours. No continuous work across more than seven days was found and, in the past six months, employees in the workshop worked an average of eight hours per day.
10.9a-b Informing Workers of Rights	Conformance	The Entity has a Policy in place and informs employees of their rights regarding Freedom of Association and Collective Bargaining through training, emails, notices, and regular meetings. The Entity has a procedure in place to manage the right to join a Union and collectively bargain.
11. OCCUPATIONAL HEALTH AND SAFE		
11.1a Occupational Health and Safety (OH&S) Management System	Conformance	The Entity has established an Occupational Health and Safety (OH&S) Management System and obtained ISO 45001: 2018 certification.
11.1b-e Occupational Health and Safety (OH&S) Management System - Reviews and disclosure	Minor Non-Conformance	<p>The Entity is ISO 45001:2018 certified and the OH&S Management System is audited by the certification body every three years.</p> <p>However, the Entity has not disclosed any comparative analyses of its performance with peer companies and leading practice.</p>
11.2 Employee engagement on Health and Safety	Conformance	The Entity has established an OH&S Management System certified to ISO 45001:2018. The Entity has provided Workers with a mechanism to raise, discuss and participate in the resolution of OOH&S issues with management.

ASI LIMITATION OF LIABILITY DISCLAIMER

Organisations that make ASI-related claims are each responsible for their own compliance with Applicable Law, including laws and regulations related to labelling, advertisement, and consumer protection, and competition or antitrust laws, at all times. ASI does not accept liability for any violations of Applicable Law or any infringement of third-party rights (each a Breach) by other organisations, even where such Breach arises in relation to, or in reliance upon, any ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI. ASI gives no undertaking, representation or warranty that compliance with an ASI Standard, document or other material, recommendation or directive issued by or on behalf of ASI will result in compliance with any Applicable law, or will avoid any Breach from occurring.

DOCUMENT CONTROL AND VERSION HISTORY

REVISION	DATE	NOTES
0	10 November 2025	Initial Certification Audit - Full Certification